

IN THE SUPERIOR COURT OF THE STATE OF ARIZONA

IN AND FOR THE COUNTY OF YUMA

FILED
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JILL L. LANE
CLERK OF SUPERIOR COURT
YUMA, ARIZONA 86384

In the Matter of:

ADOPTING AMENDMENTS TO THE
BASIC PAY PLAN FOR EMPLOYEES
WITHIN THE JUDICIAL MERIT SYSTEM
OF YUMA COUNTY, ARIZONA

Administrative Order

No. 99- 4

(As Amended)

The "Rules and Guidelines of Judicial Merit System in the Superior Court in Yuma County" provide, among other things, the following:

12.02 Basic Pay: "The basic pay plan consists of grade and salary steps adopted within these rules and guidelines. The court administrator, in conjunction with the affected appointing authorities, may make recommendations to the presiding judge of the county for periodic changes or adjustments of the basic pay plan due to factors such as comparable pay for similar positions in the county and state, the county's financial resources, labor market and other relevant factors."

On February 11, 1999, the Presiding Judge of the Juvenile Court, the undersigned Presiding Judge and the Associate Presiding Judge of the Superior Court in Yuma County reviewed and approved recommended changes and adjustments to the basic pay plan submitted by the Court Administrator, Clerk of the Superior Court, Chief Adult Probation Officer and the Director of the Juvenile Court.

On March 15, 1999, the recommendations of the Presiding Judge of the Yuma County Superior Court and the Presiding Judge of the Juvenile Court of the Yuma County Superior Court were submitted to the Yuma County Board of Supervisors. On motion made, seconded and unanimously passed, the Board of Supervisors authorized designated members of the Board to engage in further dialog with representatives of the Superior Court.

On March 23, 1995, the Judicial Management Team of the Superior Court, the Presiding Judge, the Presiding Judge of the Yuma County Juvenile Court and the Director of the Juvenile Court met for approximately three and one-half (3½) hours with Board of Supervisors Chairperson, Lucy Shipp. Based upon suggestions made during such meeting, Administrative Order 99-4 of this Court is amended as set forth herein.

Pursuant to the authority and responsibility of this Court to administer the personnel system of all Superior Court employees,

IT IS HEREBY ORDERED recommending to the Yuma County Board of Supervisors that effective as of the pay period beginning April 18, 1999, the basic pay plan of the Judicial Merit System of the Yuma County Superior Court be expanded from Pay Grade 10 through 32, to Pay Grade 10 through 40.

IT IS FURTHER ORDERED recommending to the Yuma County Board of Supervisors that effective as of the pay period beginning April 18, 1999, the following salary range adjustments be made in the Yuma County Adult and Juvenile Probation Departments, based on salary survey data from other probation departments in Arizona:

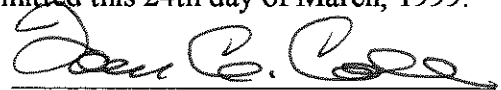
1. The Unit Supervisor classification at Pay Grade 25 (\$32,596-\$52,760) is elevated to Pay Grade 28 (\$37,692-\$60,997). The salary of each incumbent presently occupying the position within the new salary range will be adjusted to at least the base of the new range pursuant to Rule 12.04 and/or at a step that considers the number of years of experience in the class compared to others within the class.
2. The Division Director title and classification in Juvenile Court is retitled Deputy Director and reclassified and elevated to Pay Grade 32 (\$45,687-\$74,000). The salary

of each incumbent presently occupying the position within the new salary range will be adjusted to at least the base of the new range pursuant to Rule 12.04 and/or at a step that considers the number of years of experience in the class compared to others within the class.

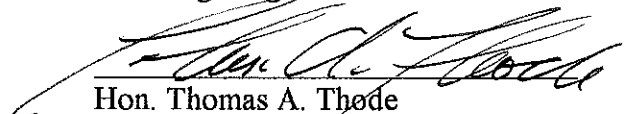
3. The Deputy Chief Probation Officer classification at Pay Grade 30 (\$41,470-\$67,191) is elevated to Pay Grade 32 (\$45,687-\$74,000). The salary of the incumbent presently occupying the position within the new salary range will be adjusted to at least the base of the new range pursuant to Rule 12.04 and/or at a step that considers the number of years of experience in the class.
4. The Chief Adult Probation Officer and the Director of Juvenile Court classification at Pay Grade 32 (\$45,687-\$74,000) is elevated to Pay Grade 36 (\$55,416-\$89,757). Each incumbent presently occupying the existing position will be adjusted in the new class/Pay Grade 36 by their respective appointing authority.

IT IS FURTHER ORDERED THAT Martin J. Krizay, Chief Adult Probation Officer, Tim Hardy, Juvenile Court Director, and Steve Gallaher, Court Administrator, shall present this recommendation to the Board of Supervisors for action thereon at the regular meeting of the Board to be held April 6, 1999.

Amended, dated and respectfully submitted this 24th day of March, 1999.



Hon. Tom C. Cole
Presiding Judge



Hon. Thomas A. Thode
Presiding Juvenile Judge

Copies to:

Hon. Thomas A. Thode, Presiding Judge, Juvenile Court
Hon. Philip L. Hall
Hon. Kirby Kongable
Hon. John N. Nelson
Clerk of the Superior Court
Steve Gallaher, Court Administrator
Martin J. Krizay, Chief, Yuma County Adult Probation Office
Tim Hardy, Director, Yuma County Juvenile Court
Lucy Shipp, Chair, Yuma County Board of Supervisors
Tony Reyes, Vice Chair, Yuma County Board of Supervisors